

UC-AFT NEWSLETTER

University Faculty, Librarian and Professional Union

AFT Local 1474, Berkeley & San Francisco Campuses

June 1995

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UC PRESIDENT CRITICIZED FOR UNWILLINGNESS TO LEAD DRIVE FOR DOMESTIC PARTNERSHIP HEALTH BENEFITS

Advocates for Domestic Partners benefits for students, staff and faculty of UC criticized the UC Office of the President (UCOP) for continuing to delay the long-promised publication of a review of the issue and generally refusing to publicly support their proposal for remunerative benefits for domestic partners.

After a meeting on Wednesday May 17th, with UC President Jack Peltason, members of the system-wide UC Lesbian, Gay, Bisexual Association (UCLGBA) were unanimous in expressing their disappointment about the lack of progress in implementing a proposal brought to the UCOP in March of 1994. "We're angry that there is not even the commitment to publicly state support for such an initiative", said Nancy Stoller, Professor of Community Studies & Sociology at UCSC.

It was expected that the UCOP would be issuing a report with recommendations on implementing Domestic Partnership benefits at the May 17th meeting with Peltason. Members of UCLGBA are now being told that the report will not be ready until early June, and that it will come without recommendation.

Even if a report is ready at that time, "without a recommendation, it is worthless. We didn't submit the University Committee on Faculty Welfare (UCFW) proposal so that it would not be acted upon," said Stoller, the Chair of the original subcommittee which studied the issue exhaustively from 1991-93.

The UCLGBA has widely distributed a chart showing the status of domestic partnership benefits at the "comparison eight" universities -- prominent schools to which the UC administration frequently compares itself in matters of faculty salaries, student to faculty ratios, etc. Of these eight, six currently extend medical coverage to domestic partners. Those are Harvard, Yale, MIT, SUNY, Stanford, and the University of Michigan.

"In the competitive world of faculty hiring, these institutions have seen the wisdom of incorporating domestic partner coverage," said Robert Gentry, Associate Dean of students at UCI. "In fact, so have specific departments within the University of California, which have secured independent agreements with individual faculty recruits to reimburse them directly for medical coverage of their domestic partner."

UCLGBA members were greatly disappointed by the President's refusal to issue a general statement of support for the domestic partnership concept. President Peltason cited the current political climate as one reason for not making such a statement.

"The top administrative officials are looked to for vision and leadership in policy. Where is the leadership in this?" asked Jonathan Winters, a UCB staff member, upon hearing a report back after the meeting with Peltason. "The only way the 'current political climate' will change is when forward-thinking people assert what is just and equitable. His (Peltason's) take on public support is wrong; more and more institutions adopt such plans each day," said Winters.

Discussion about domestic partners health coverage began in 1991, when the UCFW formed a sub-group to analyze the issue. The result was a series of recommendations that were adopted by the Academic Senate on each campus and by the UC system-wide Academic Council. Their proposal was forwarded to the Office of the President in 3/94.

UCLGBA states that the Domestic Partnership proposal has the support of the Chancellor's Advisory Committees on Lesbian and Gay issues at the Davis, Irvine, Los Angeles, Riverside, San Diego, San Francisco, Santa Barbara, and Santa Cruz campuses; the Staff Assemblies, Graduate & Undergraduate Student Associations at all nine campuses; and the support of the UC Lawrence Berkeley Laboratory and Lawrence Livermore National Laboratory Lesbian, Gay and Bisexual Associations.

For further information and press packets, please contact UCLGBA representative:

Jonathan Winters at 510-839-9952 or 510-642-3653

email: <jjwint@uclink2.berkeley.edu>

ELECTIONS!

Looking for an interesting and challenging way to spend a little of your free time? Want to learn more about how labor-management relations work at the University? Seeking a way to contribute to your life and others' work lives in a meaningful way?

The AFT Local 1474 Executive Board is a place where you can accomplish all of the above and enjoy yourself at the same time. When the semester starts in the fall, we will be sending nomination forms to local union members for the offices of President, Vice-President, Secretary and Treasurer. Nominations will also be accepted at our first fall meeting, so watch the newsletter for date and place!

WANTED: UNIT 18 (LECTURER) GRIEVANCE OFFICER

Local 1474 is looking for a Lecturer to become the Grievance Officer for Lecturers at the Berkeley campus. **REQUIRED:** Interest in and enthusiasm for learning about your contract, answering questions and representing your fellow lecturers in their employment relationship. Training is provided. Please contact Maureen Katz or Betty Szudy for more information

LIBRARIAN CONTRACT REOPENERS

Bargaining on the Professional Librarian Unit MOU starts this month. Meetings will be held on June 8th and 16th at the CFT Offices in Burbank and again on July 7th (location unknown at this time). Bargaining this year is expected to be either very short (no agreement; impasse) or very long and complicated. The University has reopened Article XII Salary and UC-AFT has reopened Article XXVI Concerted Actions. This last article is the 'no strike' clause in the contract.

The University is reopening the Salary article to attempt to eliminate librarians from the proposed COLAS for faculty. All Non-Senate Academic staff (Academic Coordinators, Researchers, Specialists, etc.) would lose the COLAS the start of this fiscal year. It is expected that next year when the Lecturers Contract is renegotiated that this group would also lose the salary increases. See attached article from *California Teacher* for further information.

The many letters of support from faculty have been very encouraging and are greatly appreciated.

LIBRARY REORGANIZATION - THE LATEST PHASE

On Friday, June 2nd, library staff received a brief memo via email from Peter Lyman, University Librarian. This memo was titled "Reorganization: Phase One of the Budget Process". The email described the new reporting lines and responsibilities of the Assistant/Associate University Librarians (AULs) - the senior management level in the Library. The top priorities - collections, access, and academic services - have been realigned.

Essentially, the new reorganization greatly resembles the 'old' organization. All the AULs remain, with some changes in titles and responsibilities, and in fact a new AUL position for Access Services has been created. One former AUL has assumed a new title, Deputy University Librarian. All in all, the top level management of the Library maintains their staffing at five. At a time when the Library is facing budget cuts, estimated salary costs for the Librarian's Office alone amount to approximately \$500,000.

Library representatives for UC-AFT Local 1474, AFSCME Local 3211 and UPTA Local 1 have met with Peter Lyman and or library management about proposed layoffs of Library Assistants, layoffs of casual employees, and contracting out of various Library services and units. Just this week, all the staff of the Library Copy Service were reassigned.

Whereas a reorganization of the Library was desperately needed, the latest plan presented offers only cosmetic changes. An important and great opportunity to redirect and reinvigorate this Library has been missed. As representatives of Library staff, we are especially disappointed that yet again, it is staff that bears the brunt of the budget problems.

Further reports on the next phases of the library reorganization will be made via the Locals newsletters. Please send any comments or requests for further information to: UC-AFT Local 1474 by email to: local1474cft@igc.org.

WANTED: Organizer

Local 1474 of the American Federation of Teachers is looking for an energetic and self motivated part-time organizer to help develop and implement an internal organizing full membership program. Local 1474 represents library workers and lecturers at the University of California, Berkeley.

Responsibilities: Organizer would plan with Local Executive Board a detailed strategy to increase membership. The organizer would be responsible for contacting potential members and setting up meetings with potential members and the union activists. The organizer would also be responsible for setting up worksite events to help develop a sense of community within the local. Most importantly, the organizer would help recruit new union leadership in order to develop a more active local.

Qualifications: Organizing experience with unions and/or communities. Knowledge of university workers is preferred. Women and people of Color encouraged to apply.

Salary: \$20.00 per hour. Sixth month position at 10 hours per week. Renewal of contract after six months will be left as an option.

Send resume and cover letter to: Betty Szudy (contact information listed under "local officers")

Start Date: August 1, 1995

UC PROPOSES AN UN-COLA

by Laurie Udesky

Reprinted and edited, for size, from *California Teacher*

At the January meeting of the University of California Regents, vice provost Walter S. Massey put forth a proposal that, if implemented, would end the practice of treating the annual cost of living adjustment (COLA) for all academics in the same manner. Specifically, Massey proposed that the university pay only one and a half percent COLA to librarians and lecturers and the other non-senate academics, while maintaining a three percent COLA to senate faculty.

"We feel that this is a violation not only of our contract, where they say they're going to do something before collective bargaining has taken place, but an even greater violation of Unit 18 (lecturers unit), whose contract doesn't come up until next year," says Dick Vierich, a U.C. Riverside librarian who is also president of the University Council/AFT and a member of the negotiating team for Unit 17, which bargains for librarians.

In fact, the proposal represents more than a salary issue to librarians. It signals a challenge to the twenty five

year role librarians have played in the university, says chief negotiator Miki Goral. "We see the proposal as an attempt to take away our hard-fought recognition as partners in the teaching mission of the university," says Goral, who is a UCLA librarian and treasurer of the University Council/AFT.

Following the announcement of the proposal, librarians across the state wrote a flurry of letters to administrators and legislators protesting the proposed differential COLA. The university's labor relations office took the next step in early March, informing Unit 17 of its intention to open up the article in the contract pertaining to salaries "which is where it says we should be treated the same (as ladder faculty)," says Vierich. AFT negotiators, on the other hand, notified the university that they intend to open up the article in the contract that includes the "no strike" clause.

"We've never done that before," says Vierich, "but I think we have to have some ability to resist, and I think that's the sentiment of all of us throughout the University of California who are being put upon in these ways."

The University has not informed the librarians' bargaining unit of further action, but in mid-April it sent a letter to the lecturers' bargaining unit that chief negotiator Mike Rotkin says smacks of "subterfuge" and appears to be in violation of their own contract. "It says that the University is going to enhance the salaries of academic senate members," says Rotkin, a lecturer and Field Studies Coordinator in Community Studies at U.C. Santa Cruz.

"The game they're playing is saying they're not changing anything with us. They're implying that they can do this without bargaining with us." Rotkin notes that working conditions among lecturers vary from campus to campus, but that many labor in trailers, with no ventilation, no telephones, and no access to copying equipment. He says an AFT study indicated that lecturers often work about 60 hours a week.

"It is really outrageous that they're going back on their work this way," says Brian Harvey, a lecturer in Computer Science at U.C. Berkeley, who has just won a Distinguished Teaching award, one of the five bestowed each year, and rarely given to lecturers. A year ago, Harvey was a member of the AFT negotiations team for reopeners. "We carefully negotiated the provisions saying that we were not going to be treated differently from ladder faculty."

In some respects, the University's proposal to differentiate the COLA reflects a general trend. "They're trying in any way they can to reduce the wages and increase the workload of everybody," charges Raul Fernandez, a professor of Sociology at U.C. Irvine. Fernandez says that about a year ago the university floated another proposal for an "incentive program" that would tie COLAs for professors to how much they produced. "It was so crystal clear that a lot of people at the university protested." Fernandez recalls with some amusement that a conservative dean at U.C. San Diego argued against an "incentive program" to administrators by suggesting it would encourage professors to join the union "en masse."

The University has been able to take such strident positions on wage issues because the California constitution allows the U.C. Board of Regents to disburse funds as it wishes, says Karen Maxson, State Representative of the University council. But, she says, the CFT has made sure that

Democratic members of the Senate Finance Committee in Sacramento are continuously informed as a counterweight to the University's official input. "Out union has to work very hard with our friends on the budget committee, because we need all the help we can get." Additionally, the University Council/AFT sponsored a resolution which passed at the CFT convention in April to protest the COLA differential proposal.

WHAT CAN YOU DO ABOUT THIS ISSUE?

Local 1474 is encouraging members and supporters to take the following steps:

1- Sign on to a letter from Local 1474 members to UC protesting this action. If you would like to do this contact:

Susana Hinojosa (librarians) at 655-7396

Betty Szudy (lecturers, academic coordinators, faculty) at 654-2385

2- Circulate the attached sample protest letter among a group of members/colleagues and get a group of signatures. Feel free to adapt the letter.

3- Get organizations and/or professional groups that you belong to on campus to adapt the "protest" letter and send a letter from their organization.

Send these letters to Carol T. Christ, Vice-Chancellor, 200 California Hall. Please send copies of all letters to: AFT 1474 c/o 408 Hudson St., Oakland, CA 94618

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